

Subject: Re: [TZM CORE] Getting to the point

From: Kari <karin.e.mcgregor@gmail.com>

Date: 28/11/2012 11:13 AM

To: tzm-core-team@googlegroups.com

OK, so getting to the point - constructively (thank you for starting a new thread Brandy)...

There are two familiar strategies that could be implemented here, and I would like to hear which one people would prefer to use, or a tried-and-tested alternative:

Problem -> Cause -> Solution

- Problems are observed. These need to be clearly stated in objective language.
- Causes need to be identified and clearly stated in objective language.
- Solutions are needed. These need to relate directly to causes in order to solve problems.
- Map out our roles and responsibilities in applying solutions.
- GANTT-chart our timelines for achieving solutions.

Blank slate

- Put aside the current issues, problems, causes, etc.
- Identify the global problems that need to be addressed (not internal TZM problems - I mean problems like war, hunger, etc)
- Identify the goals to be reached (e.g. no-one going hungry)
- Identify realistic time-lines by which problems could be solved/goals could be reached (e.g. no-one going hungry by 2025)
- Identify the functions/tasks required to reach these goals
- Identify the roles needed to fulfill these functions
- Identify our own skills and capabilities
- Match our current human resources with roles and functions
- GANTT-chart our development plan

One of the required tasks would be the identification of a governance model that is appropriate to our needs. As I have said, I am already doing the research for data-crunching of this one by Integrative Services, so of course I would be happy to share the info with TZM as well. From this data set an appropriate choice can be made. I would strongly recommend against using the current pyramid structure as it is prone to bottlenecks that just get exacerbated with increased workloads (which are inevitable if we intend to increase our reach and success). Such bottlenecks may be navigable in the early stages with extremely skilled and capable people running the show, but even those people cannot keep up as the workload increases. An alternative structure is needed, and one that is more horizontal and open-source is shown time and time again to be more effective.

Brandy - with regard to the knowledge repository for the global database we are developing. This will be ready to rock around mid-2013. From then onwards we will be testing and developing the model on real-world scenarios such as the selection of appropriate governance. The first organizations to use the tool will be non-profit organizations whose best practice and risk-assessment strategies will greatly benefit without

threatening the commercial world. Once the tool is robust and has the buffer of being much needed by the non-profit world then we will be ready to release it on a grander scale without fear of being popped off for our obvious undermining of the profit motive (I say this only partially tongue-in-cheek - this is precisely the kind of thing people get "disappeared" for, and due to numerous attempts to hack our work we are using encrypted emails only). So - with regard to using the tool as the basis for economic decisions and governance a la RBEM it's honestly not too far away - nothing futuristic or Frescotopian about it ;-) In the meantime we can simply commit to the scientific method of enquiry in our search for best practice and risk-assessment strategies and before we know it we'll be dancing our talk - IF TZM takes this seriously :-)

So now, with a solutions-oriented approach I would not say "we need a meeting"; I would call a meeting. The last two meetings we have had in the Global Core were called by me; the only other one was called by PJ. Only a handful of people turned up to the last two meetings. If I call another meeting will people take the responsibility to turn up and discuss these important matters? If people can guarantee commitment then I will guarantee mine too, and establish a time that suits and an open-access meeting agenda.

If we are serious about establishing ourselves as we mean to go on then I will hang in there for a while to assist. Ultimately I will have to devote more and more time to Integrative Services as I see our work as being more effective in the long-run. A movement could always be instigated, or education/awareness-based campaigns... but I prefer to get under the skin of the system more subtly as only a small proportion of people will ever respond to in-your-face messaging but almost everyone ultimately responds (albeit unconsciously) to being swept along by a gradual paradigm shift instigated by the rolling out of a new set of narratives.

BTW - I know I talk a language not everyone gets - this is complex stuff and needs complex vocabulary to do it justice. I am happy, however, to break things down further if anyone needs me to, but please be warned that some things get lost in translation that way.

On 28/11/2012 4:36 AM, Brandy Hume wrote:

Understood. This is about getting things done, and cannot be watered down to "just be patient, change takes time" (which is not at all what I was suggesting, and hopefully I've made that clear, since my brief note about the world around us was but a fraction of my entire message, and was more of an aside, for encouragement :). My point was that we need to bring these issues to the surface by highlighting the tasks and responsibilities (naturally followed by the people/person responsible), and being fair and respectful to each other when doing so (on all sides). **It's also necessary, during such a process, to be honest with ourselves, and try not to take offense, when it comes to the surface that you can't do, or are not doing, what is needed.** This may not have been the case in the past, and hence one, of many, sources of frustration for others left carrying the load. **However**, it's much easier for individuals to have the strength to do this (identify & accept their own shortcomings) when approached in the way of the sample dialogue I outlined earlier, rather than being attacked and feeling the need to immediately defend themselves and what they are doing/have done, and then returning the accusation. In other words, if we all feel that we are amongst FRIENDS/allies who are not looking to 'blame' any one, personally, then we can all feel more comfortable facing our challenges and be more willing to hand over the reigns when a certain task reveals itself as too much to handle alone. I hope that makes sense.

I am at work now so I do not have a decent UI in front of me to go through the "job" stuff discussed earlier, though I would very much like to. I think there is merit there; we just need to be realistic and identify why it's "easier said than done," and how to overcome this if at all possible.

I will start here by offering my own feedback on some stuff Kari said, and the personal pov's/concerns I asked about earlier. Anyone who wishes to move forward can follow suit. (Or continue responding to the other thread, which is apparently still focused on pointing fingers at people...) I will be over here. Back to Kari's points...

>In order to select an appropriate governance model we need to clarify what kind of entity we are<

If anyone wants to go back to it, this was touched on in our thread called "RBE or RBEM or what" (or something along those lines). I would consider us both, a Movement and an Organization, but for the latter, I guess we do need to have a meeting and iron out the structural issues that has everyone losing their marbles. :P

>Presumably if we are to walk our talk and be the change [...] we should be implementing the governance model that would be used in the RBEM.<

I don't get how we are supposed to do this without the tools that would be available in the RBEM, like that big virtual globe thingy. Please elaborate (in English, not in Karian ;).

As far as what I expect the Movement to accomplish and in what timeframe -
From a ground level I only expect us to be able to create enough awareness and preferably enough understanding of the material that, should the opportunity or eventual necessity arise, we are not pulling teeth *then* to try and initiate some sort of change in the culture. We'd already have a certain percentage of the population on the same page, so to speak. On other levels I expect that the more focused ZM teams will be able to align us with other organizations (as is being discussed here, at times) to expedite or at least facilitate said changes. The first one I expect to see growing gradually with each passing year (and I don't measure that by the number of ZM members, but moreso by the growing frequency of RBE-ish concepts being openly discussed in other communities (as opposed to them vomiting from the shock factor of being exposed to this frighteningly foreign concept). I don't expect to see any significant change in the latter for 3-5 years.

Some things that discourage me in the Movement are:

-- Not knowing who exactly to contact in all situations. I.e. I need a website updated or information changed, and no response. I'm pretty sure the main site still has Newsletter Team info from BEFORE the Blog was launched in Oct 2011. So it's 1+ yr old. :/

-- People preferring to splinter off and work individually (or some variation of

that) because they are dissatisfied with the way a project or other matter is being handled. (This is NOT directed at those in the prior thread! Lol) I am referring to a much more common thing (I've seen on FB and other places) of divided efforts and scattered projects and crap because something didn't go exactly the way someone wanted, so they'd rather do their own thing with no guidance or willingness to compromise. Perhaps we need a better method of bringing forth concerns. Verizon has a Loyalty dept. (or something) to reduce churn. Maybe we should have one too.

More on the structure of the Movement later (and in a meeting at some point, hopefully).

Thanks guys!

-Brandy

-- Sent from my mobile device

On Nov 27, 2012 10:56 AM, Zeitgeist Canada cliff@zeitgeist-canada.com wrote:

I am not talking about the fact that many things will take time, decades and in fact in some cases never ending to change slowly over the course of change.

But to throw into this heap everything that is not getting done effectively and efficiently is very damaging to the growth of the movement.

I don't have "burn out" or frustration that things are not getting done "yesterday" and that I am not seeing the world change over night etc. etc.

But, come on people, a job needs to be done and that takes a strong and focuses vision. If a company is failing a part they make changes to top personal to try to reboot the vision.

Why do we seem to drag our lack of success and growth down and just attribute it to people not "getting" that it will take time?? Excuses and "we are all just volunteers" can't replace a "job that needs to be done".

There are things that can be done, things that should have been done and they are simply not being done. This is not me venting "impatience" to the world around me. This is not because its "frustrating" or "change takes time" or any other excuse. It's just simply not getting done.

Try to look at the movement in your mind as a graph and you will see from the release of the initial chapters to now a downward graph that is continuing to plunge downward. It's time to address this. It's time to ask "why?" and not just right off everybody that shows frustration as "impatient" or "wanting change over night" etc.

You guys are all going to have this conversation again down the road and it will be from a much worse position. At what point will people get it.

Also, <The only disappointment i have had is that you did not take it a step further. **Perhaps a lack of time** or other reasons, its never too late though.>..... this has pretty much been a full time job for me as I have committed nothing but time over the last few years, it is not "who spent more time at this", it's simply getting the tasks done that can and need to be done.

Here is the reality.....

The growth on multiple levels is continually declining, soon it will be beyond simple repair or people "coming and going". The arguments that pop up trying to address this get pushed aside as if the ARGUMENTS are unwarranted. And then we continue on in the same way that is not working to begin with!

Cliff

From: nelson@thezeitgeistmovement.com
Sent: Tuesday, November 27, 2012 7:20 AM
To: tzm-core-team@googlegroups.com
Subject: RE: [TZM CORE] My next 2 months and partial exit from TZM

Agree +1 Brandy

Nelson

----- Original Message -----

Subject: Re: [TZM CORE] My next 2 months and partial exit from TZM
From: Gilbert Ismail <salserogilberto@gmail.com>
Date: Tue, November 27, 2012 12:00 pm
To: tzm-core-team@googlegroups.com

It is my self defense mechanism, generated from so many blame messages fired my way, as if i am responsible for everything here. Absolutely i have said a lot of wrong things, certainly when im angry. The reason i type things like that, is just a means of "fighting"back when you feel you are being heavily wronged. Not because i have some sort of mental illness as you are now suggesting.

Im with Brandy's suggestion, i do believe what she has replied is the more sane and productive way to go. I will gladly follow that method. will you?

Yes people have left, and people will come and go in the future too. Playing the blame game is not the way to identify any issues though. While guilty myself, so are others. Its long overdue to move beyond that.

gil

On Tue, Nov 27, 2012 at 3:40 PM, David Z <david.z@zeitgeistaustralia.org> wrote:

On 28/11/2012 12:27 AM, Gilbert Ismail wrote:

> According to 3 ppl in this mail, i am the root of everything that is
> wrong with tzm. How sick is that?

Gilbert, there are many more people that have quit the movement and are not present in this group, they have voiced their dissatisfaction about the structure, and often about you. You seem to totally ignore these facts or play the blame game, or just throw excuses - I could not put better than Cliff in that manner.

Your narcissism is just astonishing, and Im sure there is somewhere a wiki article about pathological narcissism. My eyes popped out of my orbit when you said "I have dedicated an amount of time and effort that is only exceeded by Peter" - nothing better proves your overrated self esteem.

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Global Chapters Administration Trello - status and to-do list:

<https://trello.com/board/tzm-global-core/4f77abf5b625547d2808c0f1>

Global Core Team Trello board:

<https://trello.com/board/global-chapters-administration/4f199b088ab038761f17b066>

(Ask Darr to be invited to Trello Boards)

Worldwide chapters contacts and data spreadsheet:

<https://docs.google.com/spreadsheet/ccc?key=0AkqDKF--mcLjdDdUa0FBR1BqQlhpbzI3VnduS09tT1E#gid=2>

TZM Core List of Concerns:

https://docs.google.com/document/d/1VF9wS5MRIK_2IAW2rKvU3oop8owKrysGkLiZZyyFTlw/edit

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Kari McGregor

Editor, Spirit of the Times magazine

www.thespiritofcommunity.org